

**UNITED STATES DISTRICT COURT
for the
District of Nebraska**

IN RE ADMINISTRATIVE WARRANT OF:)	
)	
PACKERS SANITATION)	SEALED
SERVICES, INC., LTD.)	Case No. 8:22MJ554
515 W. 3rd Street)	
Grand Island, NE 68801)	<u>SEALED</u>
)	

**WARRANT FOR INSPECTION UNDER
THE FAIR LABOR STANDARDS ACT OF 1938**

To: **SHANNON REBOLLEDO**, Regional Enforcement Coordinator for the Chicago Regional Office, Wage and Hour Division, United States Department of Labor

Application having been made, and reasonable cause having been shown for the inspection of the location described as Packers Sanitation Services, Inc., Ltd., which may also operate as or do business as Packers Sanitation Services, LLC, ("PSSI") and located at 515 W. 3rd Street, Grand Island, NE 68801.

IT IS HEREBY ORDERED that, pursuant to Section 11(a) of the Fair Labor Standards Act of 1938, 29 U.S.C. § 201, et seq. ("FLSA" or "Act"), YOU OR YOUR DULY AUTHORIZED REPRESENTATIVE ARE AUTHORIZED to enter the above described location during regular working hours, including overnight shifts, or at other reasonable times, to make an inspection and investigation into violations of the Act, including child labor violations.

The inspection will include relevant records, including data, documents, and records related to PSSI's compliance with the Act, including the employment of minors by PSSI and records of former and current individuals employed or working for PSSI, including temporary

workers and independent contractors. These records may include, but are not limited to, pay and time records of PSSI workers and/or employees, identification documents and records reflecting the age of workers and employees of PSSI, tax records, PSSI corporate records, surveillance videos, and other records or documents as the investigators may deem necessary or appropriate to determine whether any person has violated any provision of the FLSA. Said inspection may include copying, transcribing, transferring, and downloading all relevant electronic files maintained on any computer hardware or software at the premises, as well as Cloud-based electronic files and data (files and data stored in a remote database rather than locally at the premises) accessed by PSSI as part of their business operations or containing documents or records related to PSSI's employment of minors and/or compliance with the Act. Where such records would be impractical to transcribe, copy, or convert to a portable form on the premises, said inspection may include physically removing any such records or electronic storage media, including tablets, laptops, or desktop computers used in the operation of PSSI's business or containing records and documents related to PSSI's business and employees (to permit the imaging and off-site searching for such records), for a period not to exceed 5 business days. Where access to such records requires account information, such as user names, passwords, and other authentication, PSSI shall provide such information to permit access to the records for the purposes of this inspection.


The inspection will be conducted during regular working hours, including overnight shifts, or at other reasonable times, within reasonable limits, and in a reasonable manner, including the questioning privately of any employee or agent, and the taking of photographs and videos. The investigators' credentials will be presented. The inspection will be commenced as

soon as practicable after the issuance of this warrant and will be completed within 14 days of the issuance of this warrant.

You are hereby directed not to disclose any information obtained during the inspection that is designated to be a trade secret, as defined by 18 U.S.C. § 1905, except that such information may be disclosed to other officers or employees concerned with carrying out the Act or when relevant in any proceeding under the Act.

A return shall be made to this Court showing that the inspection has been completed. The inspection authorized herein shall be initiated within 14 (fourteen) days, and a return shall be made to the Court within fourteen days following the completion of the inspection.

DATED: 10/11/2022



MICHAEL D. NELSON
United States Magistrate Judge

UNITED STATES DISTRICT COURT
for the
District of Nebraska

IN RE ADMINISTRATIVE WARRANT OF:)

PACKERS SANITATION)
SERVICES, INC., LTD.)
515 W. 3rd Street)
Grand Island, NE 68801)

Case No. 8:22MJ554

I hereby certify that a copy of the within warrant was duly served on the company named hereon
on:

_____ (person)

_____ (address)

_____ (date)

RETURN

Inspection of the establishment described in the warrant was made

on _____ (date), and commenced at _____ (time).

_____ (Signature)

_____ (Print

Wage and Hour Investigator
Wage and Hour Division
United States Department of Labor

UNITED STATES DISTRICT COURT
District of Nebraska

IN RE ADMINISTRATIVE WARRANT OF:) **SEALED**
)
555 South Stuhr Road) Case No. 8:22MJ532
Grand Island, NE 68801)
) **SEALED**
Under the custody or control of)
JBS USA or Affiliate)

WARRANT FOR INSPECTION UNDER
THE FAIR LABOR STANDARDS ACT OF 1938

To: **SHANNON REBOLLEDO**, Regional Enforcement Coordinator for the Chicago
Regional Office, Wage and Hour Division, United States Department of Labor

Application having been made, and reasonable cause having been shown for the
inspection of the location at 555 South Stuhr Road, Grand Island, Nebraska 68801, where
Packers Sanitation Services, Inc., Ltd., which may also operate as or do business as Packers
Sanitation Services, LLC, (“PSSI”) workers and/or employees work at a meat processing facility
believed to be owned and/or operated by JBS USA or one of its affiliates.

IT IS HEREBY ORDERED that, pursuant to section 11(a) of the Fair Labor Standards
Act of 1938, 29 U.S.C. § 201, et seq. (“FLSA” or “Act”), YOU OR YOUR DULY
AUTHORIZED REPRESENTATIVE ARE AUTHORIZED to enter the above described
location during regular working hours, including overnight shifts, or at other reasonable times, to
make an inspection and investigation into violations of the Act, including child labor violations.

The inspection will include relevant records, including data, documents, and records
related to PSSI’s compliance with the Act, including the employment of minors by PSSI and
records of former and current individuals employed or working for PSSI, including temporary

workers and independent contractors. These records may include, but are not limited to, pay and time records of PSSSI workers and/or employees, identification documents and records reflecting the age of workers and employees of PSSSI, tax and employment verification records, PSSSI corporate records, surveillance videos, and other records or documents as the investigators may deem necessary or appropriate to determine whether any person has violated any provision of the FLSA. Said inspection may include copying, transcribing, transferring, and downloading all relevant electronic files maintained on any computer hardware or software at the premises, as well as Cloud-based electronic files and data (files and data stored in a remote database rather than locally at the premises) accessed by PSSSI or JBS USA or one of its affiliates as part of their business operations or containing documents or records related to PSSSI's employment of minors and/or compliance with the Act. Where such records would be impractical to transcribe, copy, or convert to a portable form on the premises, said inspection may include physically removing any such records or electronic storage media, including tablets, laptops, or desktop computers used in the operation of PSSSI's or JBS USA's or one of its affiliates' business or containing records and documents related to PSSSI's business and employees (to permit the imaging and off-site searching for such records), for a period not to exceed 5 business days. Where access to such records requires account information, such as user names, passwords, and other authentication, PSSSI or JBS USA or one of its affiliates, as applicable, shall provide such information to permit access to the records for the purposes of this inspection.


The inspection will be conducted during regular working hours at this location, including overnight shifts, or at other reasonable times, within reasonable limits, and in a reasonable manner, including the questioning privately of any employee or agent of PSSSI or of JBS USA or one of its affiliates, and the taking of photographs and videos. The investigators' credentials will

be presented. The inspection will be commenced as soon as practicable after the issuance of this warrant and will be completed within 14 days of the issuance of this warrant.

You are hereby directed not to disclose any information obtained during the inspection that is designated to be a trade secret, as defined by 18 U.S.C. § 1905, except that such information may be disclosed to other officers or employees concerned with carrying out the Act or when relevant in any proceeding under the Act.

A return shall be made to this Court showing that the inspection has been completed. The inspection authorized herein shall be initiated within 14 (fourteen) days, and a return shall be made to the Court within fourteen days following the completion of the inspection.

DATED: 9/30/2022


MICHAEL D. NELSON
United States Magistrate Judge

UNITED STATES DISTRICT COURT
District of Nebraska

IN RE ADMINISTRATIVE WARRANT OF:)
)
 555 South Stuhr Road) Case No. 8:22MJ532
 Grand Island, NE 68801)
)
 Under the custody or control of)
 JBS USA or Affiliate)

I hereby certify that a copy of the within warrant was duly served on the company named hereon
on:

_____(person)
_____(address)

RETURN

Inspection of the establishment described in the warrant was made
on _____, (date).

_____(Signature)

_____(Print)

Wage and Hour Investigator
Wage and Hour Division
United States Department of Labor

UNITED STATES DISTRICT COURT
District of Nebraska

IN RE ADMINISTRATIVE WARRANT OF:)

555 South Stuhr Road)
Grand Island, NE 68801)

Case No. 8:22MJ532

Under the custody or control of)
JBS USA or Affiliate)

I hereby certify that a copy of the within warrant was duly served on the company named hereon
on:

Marina Ramirez (person)
555 South Stuhr Road (address)
Grand Island NE 68801

RETURN

Inspection of the establishment described in the warrant was made
on October 13 2022 (date).

Thomas F. Phelan (Signature)
Thomas F. Phelan (Print)
Wage and Hour Investigator
Wage and Hour Division
United States Department of Labor

UNITED STATES DISTRICT COURT
District of Nebraska

IN RE ADMINISTRATIVE WARRANT OF:)
)
 555 South Stuhr Road) Case No. 8:22MJ532
 Grand Island, NE 68801)
)
 Under the custody or control of)
 JBS USA or Affiliate)

I hereby certify that a copy of the within warrant was duly served on the company named hereon on:

Gregorio Acosta (person)
555 South Stuhr Road (address)
Grand Island NE 68801

RETURN

Inspection of the establishment described in the warrant was made on October 13 2022, (date).

Thomas F. Phelan (Signature)
Thomas F. Phelan (Print)
Wage and Hour Investigator
Wage and Hour Division
United States Department of Labor

UNITED STATES DISTRICT COURT
District of Nebraska

IN RE ADMINISTRATIVE WARRANT OF:)
)
555 South Stuhr Road) Case No. 8:22MJ532
Grand Island, NE 68801)
)
Under the custody or control of)
JBS USA or Affiliate)

I hereby certify that a copy of the within warrant was duly served on the company named hereon
on:

Robert Meier (person)
555 S Stuhr Rd. (address)
Grand Island 68801

RETURN

Inspection of the establishment described in the warrant was made
on 10/13/2022, (date).

 (Signature)

Shannon Rebolledo (Print)

Wage and Hour Investigator
Wage and Hour Division
United States Department of Labor

U.S. Department of Labor

Wage and Hour Division

District Office Name

Street Address

City, State - ZIP



RECEIPT FOR RECORDS REMOVED FROM THE EMPLOYER'S PREMISES

On this date 10/13/2022 ^{Edin} I, Cardenas - Michmehruizen removed the following records from the employer's premises
(Date) (WHD Name)

located at 555 S Stuhler Rd, Grand Island, NE for further review, transcription and/or copying.
(Employer Name - City, State)

(Enter a detailed description of the records removed)

1. PSSI Training documentation, Employees training records, Fabrication binder with Employee's training sign-off sheets
2. PSSI /BS Grand Island, NE #112 - 2021 Master Sanitation Schedule binder
3. PSSI Training documentation, Slaughter, binder with employees' training sign-off sheets
4. PSSI PPE Check documentation Fabrication, binder with personal protective equipment checklists

Edille C Meulzeu
(Signature of WHI - Date - Time)

The records listed above were returned to the employer on the date indicated below:

Date: 10/14/2022

Edille C Meulzeu
(Signature of WHI - Date - Time)

Pedro Morales
(Signature of Employer/Authorized Representative)

Lead Investigator: Thomas Phelan

Case ID: K91179

Page No.: _____

records of former and current individuals employed or working for PSSI, including temporary workers and independent contractors. These records may include, but are not limited to, pay and time records of PSSI workers and/or employees, identification documents and records reflecting the age of workers and employees of PSSI, tax records, PSSI corporate records, surveillance videos, and other records or documents as the investigators may deem necessary or appropriate to determine whether any person has violated any provision of the FLSA. Said inspection may include copying, transcribing, transferring, and downloading all relevant electronic files maintained on any computer hardware or software at the premises, as well as Cloud-based electronic files and data (files and data stored in a remote database rather than locally at the premises) accessed by PSSI as part of their business operations or containing documents or records related to PSSI's employment of minors and/or compliance with the Act. Where such records would be impractical to transcribe, copy, or convert to a portable form on the premises, said inspection may include physically removing any such records or electronic storage media, including tablets, laptops, or desktop computers used in the operation of PSSI's business or containing records and documents related to PSSI's business and employees (to permit the imaging and off-site searching for such records), for a period not to exceed 3 business days. Where access to such records requires account information, such as user names, passwords, and other authentication, PSSI shall provide such information to permit access to the records for the purposes of this inspection.

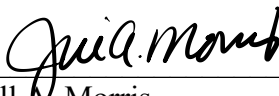
The inspection will be conducted during regular working hours at this location, including overnight shifts, or at other reasonable times, within reasonable limits, and in a reasonable manner, including the questioning privately of any employee or agent of PSSI, and the taking of photographs and videos. The investigators' credentials will be presented. The inspection will be

commenced as soon as practicable after the issuance of this warrant and will be completed within 14 days of the issuance of this warrant.

You are hereby directed not to disclose any information obtained during the inspection that is designated to be a trade secret, as defined by 18 U.S.C. § 1905, except that such information may be disclosed to other officers or employees concerned with carrying out the Act or when relevant in any proceeding under the Act.

A return shall be made to this Court showing that the inspection has been completed. The inspection authorized herein shall be initiated within 14 (fourteen) days, and a return shall be made to the Court within fourteen days following the completion of the inspection.

DATED: 3:45 PM, Oct 6, 2022



Jill A. Morris
United States Magistrate Judge
Kansas City, Missouri



**UNITED STATES DISTRICT COURT
WESTERN DISTRICT OF MISSOURI**

IN RE ADMINISTRATIVE WARRANT OF:)

**PACKERS SANITATION
SERVICES, INC., LTD.
2613 S. Limit Ave,
Sedalia, MO 65301**

Case No. 23-sw-633

SEALED

I hereby certify that a copy of the within warrant was duly served on the company named hereon on:

_____ (person)
 _____ (address)

RETURN

Inspection of the establishment described in the warrant was made on _____, (date).

_____(Signature)

(Print)

Wage and Hour Investigator
Wage and Hour Division
United States Department of Labor

UNITED STATES DISTRICT COURT
WESTERN DISTRICT OF MISSOURI

IN RE ADMINISTRATIVE WARRANT OF:)

PACKERS SANITATION)
SERVICES, INC., LTD.)
2613 S. Limit Ave,)
Sedalia, MO 65301)

Case No. 22-sw-633

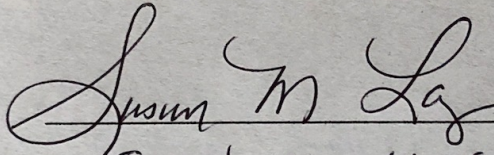
SEALED

I hereby certify that a copy of the within warrant was duly served on the company named hereon
on:

Emmett Daniels (person)
2613 S. Limit (address)
Sedalia MO 65301

RETURN

Inspection of the establishment described in the warrant was made
on 10/13/22, (date).

 (Signature)
Susan M. Lang (Print)

Wage and Hour Investigator
Wage and Hour Division
United States Department of Labor

The inspection will include relevant records, including data, documents, and records related to PSSI's compliance with the Act, including the employment of minors by PSSI and records of former and current individuals employed or working for PSSI, including temporary workers and independent contractors. These records may include, but are not limited to, pay and time records of PSSI workers and/or employees, identification documents and records reflecting the age of workers and employees of PSSI, tax records, PSSI corporate records, surveillance videos, and other records or documents as the investigators may deem necessary or appropriate to determine whether any person has violated any provision of the FLSA. Said inspection may include copying, transcribing, transferring, and downloading all relevant electronic files maintained on any computer hardware or software at the premises, as well as Cloud-based electronic files and data (files and data stored in a remote database rather than locally at the premises) accessed by PSSI or Tyson Foods, Inc. as part of their business operations or containing documents or records related to PSSI's employment of minors and/or compliance with the Act. Where such records would be impractical to transcribe, copy, or convert to a portable form on the premises, said inspection may include physically removing any such records or electronic storage media, including tablets, laptops, or desktop computers used in the operation of PSSI's or Tyson Foods, Inc.'s business or containing records and documents related to PSSI's business and employees (to permit the imaging and off-site searching for such records), for a period not to exceed 3 business days. Where access to such records requires account information, such as user names, passwords, and other authentication, PSSI or Tyson Foods, Inc., as applicable, shall provide such information to permit access to the records for the purposes of this inspection.

The inspection will be conducted during regular working hours at this location, including overnight shifts, or at other reasonable times, within reasonable limits, and in a reasonable manner, including the questioning privately of any employee or agent of PSSI or Tyson Foods, Inc., and the taking of photographs and videos. The investigators' credentials will be presented. The inspection will be commenced as soon as practicable after the issuance of this warrant and will be completed within 14 days of the issuance of this warrant.

You are hereby directed not to disclose any information obtained during the inspection that is designated to be a trade secret, as defined by 18 U.S.C. § 1905, except that such information may be disclosed to other officers or employees concerned with carrying out the Act or when relevant in any proceeding under the Act.

A return shall be made to this Court showing that the inspection has been completed. The inspection authorized herein shall be initiated within 14 (fourteen) days, and a return shall be made to the Court within fourteen days following the completion of the inspection.

DATED: 3:49 PM, Oct 6, 2022



Jill A. Morris
United States Magistrate Judge 
Kansas City, Missouri

**UNITED STATES DISTRICT COURT
WESTERN DISTRICT OF MISSOURI**

IN RE ADMINISTRATIVE WARRANT OF:)

**19571 Whitfield Rd.
Sedalia, MO 65301**

Case No. 22-sw-634

SEALED

Under the custody or control of)
Tyson Foods, Inc.)

I hereby certify that a copy of the within warrant was duly served on the company named hereon on:

_____ (person)
_____ (address)

RETURN

Inspection of the establishment described in the warrant was made on _____, (date).

(Signature)

(Print

Wage and Hour Investigator
Wage and Hour Division
United States Department of Labor

**UNITED STATES DISTRICT COURT
WESTERN DISTRICT OF MISSOURI**

IN RE ADMINISTRATIVE WARRANT OF:)
)
19571 Whitfield Rd.) Case No. 22-sw-634
Sedalia, MO 65301)
) **SEALED**
)
Under the custody or control of)
Tyson Foods, Inc.)

I hereby certify that a copy of the within warrant was duly served on the company named hereon on:

Jose Ramirez (person)
19571 Whitfield Rd (address)
Sedalia MO 65301

RETURN

Inspection of the establishment described in the warrant was made on 10/13/22, (date).

Susan M. Lang (Signature)
Susan M. Lang (Print)
Wage and Hour Investigator
Wage and Hour Division
United States Department of Labor

IN RE ADMINISTRATIVE WARRANT OF:)
)
19571 Whitfield Rd.) Case No. 22-sw-634
Sedalia, MO 65301)
) SEALED
Under the custody or control of)
Tyson Foods, Inc.)

I hereby certify that a copy of the within warrant was duly served on the company named hereon on:

Emmett Daniels (person) *Division Manager*
19571 Whitfield Rd (address) *of Operations*
Sedalia, Mo 65301

RETURN

Inspection of the establishment described in the warrant was made on 10/13/2022, (date).

Cass. St. (Signature)

Cassandra Stoner (Print)
Wage and Hour Investigator
Wage and Hour Division
United States Department of Labor

UNITED STATES DISTRICT COURT
WESTERN DISTRICT OF MISSOURI

IN RE ADMINISTRATIVE WARRANT OF:)

19571 Whitfield Rd.
Sedalia, MO 65301

)
)
) Case No. 22-sw-634
)

SEALED

Under the custody or control of
Tyson Foods, Inc.)
)

I hereby certify that a copy of the within warrant was duly served on the company named hereon on:

Brian Sadler (person)
19571 Whitfield Rd (address)
Sedalia MO 65301

RETURN

Inspection of the establishment described in the warrant was made
on 10/13/22, (date).

[Signature] (Signature)

SASAD M. LANE (Print)
Wage and Hour Investigator
Wage and Hour Division
United States Department of Labor

**UNITED STATES DISTRICT COURT
DISTRICT OF MINNESOTA**

IN RE ADMINISTRATIVE WARRANT OF:

**JBS LIVE PORK, LLC d/b/a JBS
PACKERS SANITATION
SERVICES, INC. LTD.
1700 Highway 60 N.E.
Worthington, Minnesota 56187**

)
)
)
)
)
)
)

**SEALED BY ORDER
OF THE COURT**

Case No. 22-mj-839 ECW

**WARRANT FOR INSPECTION UNDER
THE FAIR LABOR STANDARDS ACT OF 1938**

To: **SHANNON REBOLLEDO**, and/or any authorized representative

An application by the United States Department of Labor requests the inspection under section 11(a) of the Fair Labor Standards Act of 1938, 29 U.S.C. § 201, et seq. (“FLSA” or “Act”) of the following establishment located in the State and District of Minnesota.

See Attachment A, incorporated here

The establishment to be inspected, described above, is believed to be in possession of:

See Attachment B, incorporated here

I find that the affidavit establishes probable cause to inspect the production facility of JBS Live Pork, LLC (“JBS”) and, relatedly, Packers Sanitation Services, Inc. Ltd. (“PSSI”) under section 11(a) of the FLSA, including but not limited to transcribing or copying all relevant records and data in whatever form maintained including paper or electronic for the previous three-year period, and privately questioning any workers or employees on the premises during working hours, regarding alleged violations of Sections 6, 7, 11, 12, and 15(a) of the Act, 29 U.S.C. §§ 206, 207, 211, 212, 215(a).

Said inspection may include all relevant workplaces and environments anywhere within the establishment, including areas designated by JBS and PSSI as inaccessible to employees. Said inspection may include copying, transcribing, transferring, and downloading all relevant electronic files maintained on any computer hardware or software at the premises, as well as Cloud-based electronic files and data (files and data stored in a remote database rather than locally at the premises) accessed by JBS or PSSI as part of their business operations.

YOU ARE COMMANDED to execute this warrant on or before October 16, 2022 (*not to exceed 14 days*) during the overnight shift, when PSSI is operating out of this facility, between 11:00PM and 8:00AM.

Where such records would be impractical to transcribe, copy, or convert to a portable form on the premises, said inspection may include physically removing any such records or electronic storage media in the form of tablets, laptops, or desktop computers used in the operation of JBS and PSSI's business (to permit the imaging and off-site searching for such records) for a period not to exceed 5 business days. Where access to such records requires account information, such as user names, passwords, and other authentication, JBS or PSSI, as applicable, shall provide such information to permit access to the records for the purposes of this inspection.

You must give a copy of the warrant and a receipt for any property taken to the person from whom, or from whose premises, the property was taken, or leave the copy and receipt at the place where the property was taken.

The authorized representative executing this warrant, or any authorized representative present during the execution of the warrant, must prepare a return showing that the inspection has been completed and promptly return this warrant and return to United States Magistrate Judge Elizabeth Cowan Wright.

Date and time issued:

October 6, 2022 at 4:02 pm

St. Paul, MN



Judge's Signature

Magistrate Judge Elizabeth Cowan Wright

**UNITED STATES DISTRICT COURT
DISTRICT OF MINNESOTA**

IN RE ADMINISTRATIVE WARRANT OF:

**JBS LIVE PORK, LLC d/b/a JBS
PACKERS SANITATION
SERVICES, INC. LTD.
1700 Highway 60 N.E.
Worthington, Minnesota 56187**

**SEALED BY ORDER
OF THE COURT**

Case No. 22-mj-839 ECW

RETURN OF SERVICE

I hereby certify that a copy of the within warrant was duly served (indicate by check method used).

: on a duly authorized agent
: by leaving at principal office
: or place of business, to wit:

[illegible]

On the company named hereon

(Month) (Day) (Year)

(Name of person making service)

(Official Title)

RETURN

Inspection of the establishment described in the warrant was made on _____, 2022 at _____ am/pm.

Wage and Hour Investigator

ATTACHMENT A

The **Subject Premises** is an industrial meat processing facility located at 1700 Highway 60 N.E., Worthington, MN 56187 including any additional structures used by JBS Live Pork, LLC in the business of meat production. Subject premises is located on the east side of Highway 60 aka Oxford Street just south of Interstate 90.



The **Subject Premises** is an industrial building fronted by a large parking lot with a white and beige exterior. The JBS logo is featured prominently on a welcome sign and on the front of the building.



ATTACHMENT B

1. Payroll records and records of pay and/or rate of pay, records of hours worked, and sign-in or sign-out sheets for the previous three year period for all former and current individuals employed by or working for Packers Sanitation Services, Inc. Ltd. (“PSSI”) (including temporary workers and independent contractors), including any records containing the rate of pay (hourly, piece or other); total daily/weekly straight time earnings; total daily/weekly piece-rate; weekly, monthly, and annual earnings; total additional pay per hours worked weekly over 40 hours; total wages paid, including any records of payments made in cash; records related to the form of payment; records related to any pay cards issued as a form of pay and deposits and/or pay issued to or through pay cards, including Global Cash Cards; total deductions made from wages paid weekly; and total daily/weekly hours worked. Said records include, but are not limited to, logbooks, cash ledgers, timecards, attendance records, bank statements, Global Cash Cards or any other pay card records, records from any pay or payroll system used, including Wisely Pay, canceled payroll checks, and any video surveillance of employees entering, leaving, or on the premises of meat processing facilities.
2. For all former and current individuals employed by or working for PSSI (including temporary workers and independent contractors) records that contain any of the following information about any employee: names, physical likeness, photographs, addresses, social security numbers, telephone numbers, ages or dates of birth, and occupations, for the previous three-year period. Said records include, but are not limited to, any photographs of employees, including any form of identification badge, employment records, personnel files, applications for employment—including documents provided in pursuit of employment—Team Member Termination and Resignation Forms, and job assignment records.
3. IRS Forms W-2, W-4, 940, 941 and 1099 for or related to any former and/or current individuals employed by or working for PSSI (including temporary workers and independent contractors) from the past three-year period.
4. Records regarding PSSI’s ownership and/or corporate structure; corporate filings; annual gross dollar volume of sales made or business done; federal and state tax forms; contracts with meat and/or poultry processors; contracts between PSSI and workers whom PSSI considers to be independent contractors or subcontractors; temporary worker agencies who provide workers to PSSI; first aid logs and records of injuries, and any injury reports submitted to or prepared to comply with any applicable safety and/or health regulations, including OSHA 300 logs, safety and sanitation training records and/or certificates of completion for each worker.
5. Originals and copies of driver’s licenses, social security cards, and/or any other forms of identification kept on premises.

6. Any evidence or records relating to employees' working conditions and assigned tasks, including but not limited to observations of the environment, machinery, or chemicals used or encountered by employees during their work, oral statements from employees, and photographs of employees.

UNITED STATES DISTRICT COURT
DISTRICT OF MINNESOTA

IN RE ADMINISTRATIVE WARRANT OF:)

JBS LIVE PORK, LLC d/b/a JBS)
PACKERS SANITATION)
SERVICES, INC. LTD.)
1700 Highway 60 N.E.)
Worthington, Minnesota 56187)

SEALED BY ORDER
OF THE COURT

Case No. 22-mj-839 ECW

RETURN OF SERVICE

I hereby certify that a copy of the within warrant was duly served (indicate by check method used).

: on a duly authorized agent
: by leaving at principal office
: or place of business, to wit:

✓ Luke Brunning Safety - Occupational Health Manager

On the company named hereon

10/13/2022
(Month) (Day) (Year)

Matthew Latuff
(Name of person making service)

Investigator
(Official Title)

RETURN

Inspection of the establishment described in the warrant was made
on October 13th, 2022 at 2 am/pm.

[Signature]
Wage and Hour Investigator

**UNITED STATES DISTRICT COURT
DISTRICT OF MINNESOTA**

IN RE ADMINISTRATIVE WARRANT OF:

**PACKERS SANITATION
SERVICES, INC. LTD.
1016 Oxford Street
Worthington, MN 56187**

**SEALED BY ORDER
OF THE COURT**

Case No. 22-mj-841 ECW

**WARRANT FOR INSPECTION UNDER
THE FAIR LABOR STANDARDS ACT OF 1938**

To: **SHANNON REBOLLEDO**, and/or authorized representative

An application by the United States Department of Labor requests the inspection under section 11(a) of the Fair Labor Standards Act of 1938, 29 U.S.C. § 201, et seq. (“FLSA” or “Act”) of the following establishment located in the State and District of Minnesota.

See Attachment A, incorporated here

The establishment to be inspected, described above, is believed to be in possession of:

See Attachment B, incorporated here

I find that the affidavit establishes probable cause to inspect the Packers Sanitation Services, Inc. Ltd. (“PSSI”) office facility under section 11(a) of the FLSA, including but not limited to transcribing or copying all relevant records and data in whatever form maintained including paper or electronic for the previous three-year period, and privately questioning any workers or employees on the premises during working hours, regarding alleged violations of Sections 6, 7, 11, 12, and 15(a) of the Act, 29 U.S.C. §§ 206, 207, 211, 212, 215(a).

Said inspection may include all relevant workplaces and environments anywhere within the establishment, including areas designated by PSSI as inaccessible to employees.

Said inspection may include copying, transcribing, transferring, and downloading all relevant electronic files maintained on any computer hardware or software at the premises, as well as Cloud-based electronic files and data (files and data stored in a remote database rather than locally at the premises) accessed by PSSI as part of their business operations.

YOU ARE COMMANDED to execute this warrant on or before October 16, 2022 (not to exceed 14 days) during regular business hours or at other reasonable times during the daytime from 6:00 a.m. to 10:00 p.m.

Where such records would be impractical to transcribe, copy, or convert to a portable form on the premises, said inspection may include physically removing any such records or electronic storage media in the form of tablets, laptops, or desktop computers used in the operation of PSSI's business (to permit the imaging and off-site searching for such records) for a period not to exceed 5 business days. Where access to such records requires account information, such as usernames, passwords, and other authentication PSSI shall provide such information to permit access to the records for the purposes of this inspection.

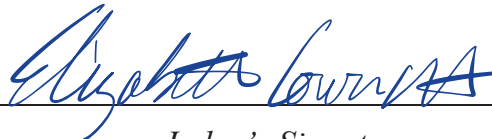
You must give a copy of the warrant and a receipt for any property taken to the person from whom, or from whose premises, the property was taken, or leave the copy and receipt at the place where the property was taken.

The authorized representative executing this warrant, or any authorized representative present during the execution of the warrant, must prepare a return showing that the inspection has been completed and promptly return this warrant and return to United States Magistrate Judge Elizabeth Cowan Wright.

Date and time issued:

October 6, 2022 at 4:06 pm

St. Paul, MN

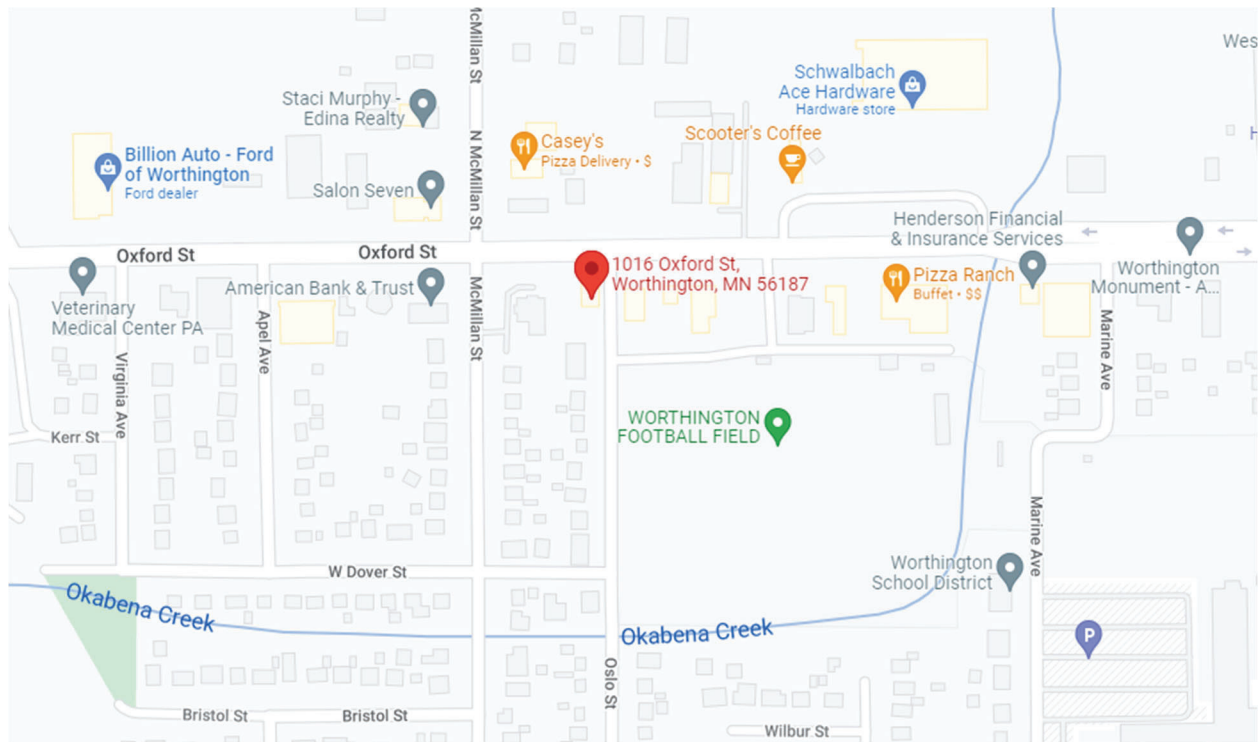
A handwritten signature in blue ink, appearing to read "Elizabeth Cowan Wright", written over a horizontal line.

Judge's Signature

Magistrate Judge Elizabeth Cowan Wright

ATTACHMENT A

The **Subject Premises** is a stand-alone building storefront in a strip-mall located at 1016 Oxford Street, Worthington, MN 56187. Subject premises is located south-west of the intersection of Oxford Street and Oslo Street.



The **Subject Premises** is housed on the lower level of a green, wood clad building which it shares with “Edward Jones Investments” and a salon, “Urban Edge.” The building is fronted by a small parking lot. The entrance to Packers Sanitation Services, Inc. (“PSSI”) is on the east side of the building, with its door facing Oslo Street. The PSSI logo is featured prominently to the right of the door above a window with address numbers “1016” in white to the left of the door.



ATTACHMENT B

1. Payroll records and records of pay and/or rate of pay, records of hours worked, and sign-in or sign-out sheets for the previous three year period for all former and current individuals employed by or working for Packers Sanitation Services, Inc. Ltd. (“PSSI”) (including temporary workers and independent contractors), including any records containing the rate of pay (hourly, piece or other); total daily/weekly straight time earnings; total daily/weekly piece-rate; weekly, monthly, and annual earnings; total additional pay per hours worked weekly over 40 hours; total wages paid, including any records of payments made in cash; records related to the form of payment; records related to any pay cards issued as a form of pay and deposits and/or pay issued to or through pay cards, including Global Cash Cards; total deductions made from wages paid weekly; and total daily/weekly hours worked. Said records include, but are not limited to, logbooks, cash ledgers, timecards, attendance records, bank statements, Global Cash Cards or any other pay card records, records from any pay or payroll system used, including Wisely Pay, canceled payroll checks, and any video surveillance of employees entering, leaving, or on the premises of meat processing facilities.
2. For all former and current individuals employed by or working for PSSI (including temporary workers and independent contractors) records that contain any of the following information about any employee: names, physical likeness, photographs, addresses, social security numbers, telephone numbers, ages or dates of birth, and occupations, for the previous three-year period. Said records include, but are not limited to, any photographs of employees, including any form of identification badge, employment records, personnel files, applications for employment—including documents provided in pursuit of employment—Team Member Termination and Resignation Forms, and job assignment records.
3. IRS Forms W-2, W-4, 940, 941 and 1099 for or related to any former and/or current individuals employed by or working for PSSI (including temporary workers and independent contractors) from the past three-year period.
4. Records regarding PSSI’s ownership and/or corporate structure; corporate filings; annual gross dollar volume of sales made or business done; federal and state tax forms; contracts with meat and/or poultry processors; contracts between PSSI and workers whom PSSI considers to be independent contractors or subcontractors; temporary worker agencies who provide workers to PSSI; first aid logs and records of injuries, and any injury reports submitted to or prepared to comply with any applicable safety and/or health regulations, including OSHA 300 logs, safety and sanitation training records and/or certificates of completion for each worker.
5. Originals and copies of driver’s licenses, social security cards, and/or any other forms of identification kept on premises.

6. Any evidence or records relating to employees' working conditions and assigned tasks, including but not limited to observations of the environment, machinery, or chemicals used or encountered by employees during their work, oral statements from employees, and photographs of employees.

UNITED STATES DISTRICT COURT
DISTRICT OF MINNESOTA

IN RE ADMINISTRATIVE WARRANT OF:)

PACKERS SANITATION)
SERVICES, INC. LTD.)
1016 Oxford Street)
Worthington, MN 56187)

SEALED BY ORDER
OF THE COURT

Case No. 22-mj-841 ECW

RETURN OF SERVICE

I hereby certify that a copy of the within warrant was duly served (indicate by check method used).

: on a duly authorized agent
: by leaving at principal office
: or place of business, to wit:

✓ Juanita Briones Reuniter/Office Man.
:
:

On the company named hereon

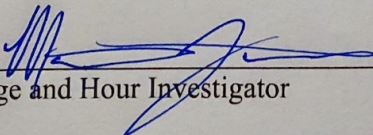
Oct. 13 2022
(Month) (Day) (Year)

Matthew Latnff
(Name of person making service)

Investigator
(Official Title)

RETURN

Inspection of the establishment described in the warrant was made
on Oct. 13, 2022 at 8 am/pm.


Wage and Hour Investigator

UNITED STATES DISTRICT COURT
for the
Western District of Wisconsin

IN RE ADMINISTRATIVE WARRANT OF:)
)
PACKERS SANITATION) Case No.: 22 MC 08
SERVICES, INC. LTD.)
)
3681 Prism Lane)
Kieler, Wisconsin 53812)
)
) **SEALED**
)

**WARRANT FOR INSPECTION UNDER
THE FAIR LABOR STANDARDS ACT OF 1938**

To: **SHANNON REBOLLEDO**, and/or any Investigator of the Wage and Hour Division, United States Department of Labor, and/or any authorized representative

An application by the United States Department of Labor requests the inspection under section 11(a) of the Fair Labor Standards Act of 1938, 29 U.S.C. § 201, et seq. (“FLSA” or “Act”) of the following establishment located in the Western District of Wisconsin.

Packers Sanitation Services, Inc. Ltd.
3681 Prism Lane
Kieler, Wisconsin 53812

The establishment to be inspected, described above, is believed to be in possession of:

See Attachment A.

I find that the affidavit establishes probable cause to inspect the establishment office of Packers Sanitation Services, Inc. Ltd. ("PSSI") under section 11(a) of the FLSA, including but not limited to transcribing or copying all relevant records and data in whatever form maintained including paper or electronic for the previous three-year period, and question such employees during working hours, regarding alleged violations of Sections 6, 7, 11, 12, and 15(a) of the Act, 29 U.S.C. §§ 206, 207, 211, 212, 215(a).

Said inspection may include all relevant workplaces and environments anywhere within the establishment, including areas designated by PSSI as inaccessible to employees. Said inspection may include copying, transcribing, transferring, and downloading all relevant electronic files maintained on any computer hardware or software at the premises, as well as Cloud-based electronic files and data (files and data stored in a remote database rather than locally at the premises) accessed by PSSI as part of their business operations.

YOU ARE COMMANDED to execute this warrant on or before 10-18-22 (not to exceed 14 days) during regular business hours or at other reasonable times during the daytime from 6:00 a.m. to 10:00 p.m.

[illegible]

ATTACHMENT A

1. Payroll records and records of pay and/or rate of pay, records of hours worked, and sign-in or sign-out sheets for the previous three year period for all former and current individuals employed by or working for Packers Sanitation Services, Inc. Ltd. ("PSSI") (including temporary workers and independent contractors), including any records containing the rate of pay (hourly, piece or other); total daily/weekly straight time earnings; total daily/weekly piece-rate; weekly, monthly, and annual earnings; total additional pay per hours worked weekly over 40 hours; total wages paid, including any records of payments made in cash; records related to the form of payment; records related to any pay cards issued as a form of pay and deposits and/or pay issued to or through pay cards, including Global Cash Cards; total deductions made from wages paid weekly; and total daily/weekly hours worked. Said records include, but are not limited to, logbooks, cash ledgers, timecards, attendance records, bank statements, Global Cash Cards or any other pay card records, records from any pay or payroll system used, including Wisely Pay, canceled payroll checks, and any video surveillance of employees entering, leaving, or on the premises of meat processing facilities.
2. For all former and current individuals employed by or working for PSSI (including temporary workers and independent contractors) records that contain any of the following information about any employee: names, physical likeness, photographs, addresses, social security numbers, telephone numbers, ages or dates of birth, and occupations, for the previous three-year period. Said records include, but are not limited to, any photographs of employees, including any form of identification badge, employment records, personnel files, applications for employment—including documents provided in pursuit of employment—Team Member Termination and Resignation Forms, and job assignment records.
3. IRS Forms W-2, W-4, 940, 941 and 1099 for or related to any former and/or current individuals employed by or working for PSSI (including temporary workers and independent contractors) from the past three-year period.
4. Records regarding PSSI's ownership and/or corporate structure; corporate filings; annual gross dollar volume of sales made or business done; federal and state tax forms; contracts with meat and/or poultry processors; contracts between PSSI and workers whom PSSI considers to be independent contractors or subcontractors; temporary worker agencies who provide workers to PSSI; first aid logs and records of injuries, and any injury reports submitted to or prepared to comply with any applicable safety and/or health regulations, including OSHA 300 logs, safety and sanitation training records and/or certificates of completion for each worker.
5. Originals and copies of driver's licenses, social security cards, and/or any other forms of identification kept on premises.
6. Any evidence or records relating to employees' working conditions and assigned tasks, including but not limited to observations of the environment, machinery, or chemicals used or encountered by employees during their work, oral statements from employees, and photographs of employees.

**UNITED STATES DISTRICT COURT
WESTERN DISTRICT OF WISCONSIN**

IN RE ADMINISTRATIVE WARRANT OF:)

**PACKERS SANITATION
SERVICES, INC. LTD.
3681 Prism Lane
Kieler, Wisconsin 53812**

Case No.

RETURN OF SERVICE

I hereby certify that a copy of the within warrant was duly served (indicate by check method used).

: on a duly authorized agent
: by leaving at principal office
: or place of business, to wit:

On the company named hereon

(Month) (Day) (Year)

(Name of person making service)

(Official Title)

RETURN

Inspection of the establishment described in the warrant was made on _____, 2022 at _____ am/pm.

Wage and Hour Investigator

Case: 3:22-mc-00008-slc *SEALED* Document #: 4 Filed: 10/05/22 Page 5 of 5

UNITED STATES DISTRICT COURT
WESTERN DISTRICT OF WISCONSIN

IN RE ADMINISTRATIVE WARRANT OF:

**PACKERS SANITATION
SERVICES, INC. LTD.**
3681 Prism Lane
Kiel, Wisconsin 53812

Case No. 22 mc 00008-slc

RETURN OF SERVICE

I hereby certify that a copy of the within warrant was duly served (indicate by check method used).

: on a duly authorized agent
: by leaving at principal office
: or place of business, to wit:
: AMANDA VAASSEN
: 3681 PRISM LN
: KIEFER, WI

On the company named hereon

10 / 13 / 2022
(Month) (Day) (Year)

Justin Uphold
(Name of person making service)

Planning and Review Coordinator
(Official Title)

RETURN

Inspection of the establishment described in the warrant was made on 10/13/2022, 2022 at 8:00 ~~am~~ pm.


Wage and Hour Investigator